

## INDIGENOUS PRINCIPLES

LOS Canada Operations ULC (“Liberty”) is always looking to maximize our community impact in the regions that we live and work, and we recognize that Liberty’s Canadian operations and development opportunities are located near Indigenous Communities or on traditional lands in Canada.

Our goal is to collaborate with Indigenous Communities on a common vision for progress, sustainable economic development, and environmental stewardship, to build and maintain effective, long-term, and mutually beneficial relationships.

Reconciliation is the responsibility of all Canadians, including businesses, and we acknowledge that Indigenous Communities must have the opportunity to provide feedback and to benefit from Liberty’s development in Canada.

Liberty is committed to positive and progressive Indigenous Relations through the following principles:

### *Community Engagement*

- We commit to being actively involved in the communities in which we operate, and in being a good partner and neighbor.
- We commit to building trusting relationships with Indigenous Peoples.
- We commit to engaging in conversations about Liberty’s operations so local input can help define mutual success.

### *Business & Community Development*

- We commit to continuously identifying opportunities for new partnerships and reaffirming existing partnerships, including opportunities in education, training, procurement, business development, and community development.

### *Workforce Development*

- We commit to supporting meaningful employment for our partners to support long-term and rewarding careers.
- We commit to fostering an understanding of the history and culture of Indigenous Peoples amongst Liberty’s employees and contractors, to promote a positive and inclusive work environment.

### **Implementation:**

This commitment is a shared responsibility involving Liberty and its employees and contractors, and we will conduct business in a manner that reflects the above principles. Liberty will provide ongoing leadership and resources to ensure the effective implementation of the above principles, including the development of implementation strategies and specific action plans.

Liberty will continue to review these principles on an on-going basis, to ensure they remain relevant and meet continuing expectations for successful relationships.